

# STRATEGIC PLAN



## VISION

Washington travelers have a safe, sustainable and integrated multimodal transportation system.

## MISSION

We provide safe, reliable and cost-effective transportation options to improve communities and economic vitality for people and businesses.

## VALUES

- Safety
- Engagement
- Innovation
- Integrity
- Leadership
- Sustainability

## GOAL AREAS

- Inclusion
- Practical Solutions
- Workforce Development





## INCLUSION

Strengthen commitment to diversity and engagement in all of WSDOT's business processes, functions and services to ensure every voice is heard.

### Internal Workforce

- Inclusive Workforce - ensure every voice is heard and different perspectives are considered
- Diverse Workforce - reflect the communities we serve and value our diverse workforce

### External Business Partners

- Diverse Business Spending - create an awareness of, and meet our state and federal diverse business goals
- Create Opportunity - grow our capacity through the Mentor-Protégé program, apprenticeships and pre-apprenticeship participation, and by promoting opportunities

### Community Engagement

- Community Engagement - Develop and maintain stakeholder relationships, both traditional and under-represented/under-served. Engage stakeholders before, during and after projects, and in general outreach

## PRACTICAL SOLUTIONS

Prioritize innovative, timely and cost-effective decisions, with our partners, to operate, maintain, plan and build our multimodal transportation system.

- Asset Management – establish asset management plans supported by needs and funding strategies; manage assets to appropriate service levels
- Integrate Systems & Modes – integrate transportation modes to complement each other, considering system needs and operations - whether on the federal, state or local system - while managing demand to maximize underutilized capacity
- Practical Decision Making – make agency investment and operating decisions based on balancing transportation, community, economic and land use needs within legal and budgetary constraints
- Aligning Investments – engage partners to plan, operate and deliver complementary system investments
- Budget & Policy Alignment – engage policy makers while aligning capital and operating budgets that are based on prioritized needs

## WORKFORCE DEVELOPMENT

Be an employer of choice, creating a modern workforce while attracting and retaining quality workers to deliver our legislative, regulatory and service requirements.

- Employee Engagement – listen and act on employee feedback
- Modern Work Environment – implement initiatives to attract and retain our workforce
- Talent Development – invest in our staff through training and other opportunities
- Talent Pipelines – find the best possible talent for WSDOT
- Workforce Analysis and Growth – evaluate systems to achieve and maintain competitive compensation, employee development and succession

## QUESTIONS?

### Email

[StrategicPlan@wsdot.wa.gov](mailto:StrategicPlan@wsdot.wa.gov)

## MORE INFORMATION CAN BE FOUND AT

[www.wsdot.wa.gov/about/secretary/strategic-plan](http://www.wsdot.wa.gov/about/secretary/strategic-plan)

**Title VI Notice to Public:** It is the Washington State Department of Transportation's policy to assure that no person shall, on the grounds of race, color, national origin or sex, as provided by Title VI of the Civil Rights Act of 1964, be excluded from participation in, be denied the benefits of, or be otherwise discriminated against under any of its federally funded programs and activities. Any person who believes his or her Title VI protection has been violated, may file a complaint with WSDOT's Office of Equal Opportunity. For additional information regarding Title VI complaint procedures and/or information regarding our non-discrimination obligations, please contact OEO's Title VI Coordinator at (360) 705-7090.

**Americans with Disabilities Act (ADA) Information:** Accommodation requests for people with disabilities can be made by contacting the WSDOT Diversity/ADA Affairs team at [wsdotada@wsdot.wa.gov](mailto:wsdotada@wsdot.wa.gov) or by calling toll-free, 855-362-4ADA (4232). Persons who are deaf or hard of hearing may make a request by calling the Washington State Relay at 711.